

**SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN BERNARDINO**



BENEFITS SUMMARY

Health & Dental Insurance: The Court makes bi-weekly contributions toward the cost of premiums for health and dental insurance for employees and their dependents as negotiated by bargaining unit:

<u>Unit</u>	<u>Bi-Weekly Contribution</u>
Professional & Support Services	\$160.00
Management Unit	\$160.00
Supervisory Unit	\$160.00
Exempt Unit	\$161.54

The Court offers a choice of these health plans: Health Net, Kaiser Permanente and Blue Cross with biweekly premiums that range from \$103.09 - \$709.01.

- Health Net (HMO) has a \$10 co-pay per visit. Prescription drugs are \$5 for generic drugs and \$10 for brand name drugs for a 30 day supply.
- Kaiser Permanent (HMO) has a \$10 co-pay per visit and \$10 co-pay for generic and \$15 for brand name drugs.
- Blue Cross Prudent Buyer PPO has a 20% deductible per visit and \$15 co-pay for generic drugs and \$30 for brand name drugs.

The Court offers a choice of two dental plans: DeltaCare and Delta Preferred with biweekly premiums that range from \$5.59 - \$55.83.

- DeltaCare is a dental maintenance organization. You must use a network dentist. The plan pays 100% of most preventive and restorative dentistry services with a co-pay for other services. Orthodontia care includes a \$350 start up fee and a \$1,600 co-pay.
- Delta Preferred is a preferred provider dental plan. This plan pays a percentage of usual and customary costs and include 100% for preventive work, 80% for basic services, 70% for extensive services and 50% for orthodontia. You may select an in-network or out-of-network dentist.

Life Insurance

The Court provides coverage as follows:

<u>Unit</u>	<u>Amount of Life Insurance</u>
Management	\$50,000
Supervisory	\$35,000
Support Services	\$20,000
Professional	\$25,000
Exempt	\$50,000

Additional coverage may be purchased by the employee.

Short Term & State Disability Insurance

The Court provides coverage for short-term disability or State Disability Insurance as negotiated by unit.

Vacation

Initially earned at 80 hours per year after 1600 service hours, (approximately 9 months).

Sick Leave

Employees earn 3.39 hours per pay period.

Holidays

The Court observes 13 holidays per year. Employees are also eligible for 2 floating holidays per year.

Vision Care

The Court provides vision insurance for management and exempt employees.

Retirement

The Court contributes up to 7% (depending on the employee's age at entry) of the employee's contribution to the San Bernardino County Employee Retirement Association or County of San Bernardino PST Deferred Compensation Retirement Plan.

Deferred Compensation/401 K Plan

Employees may elect to have a percentage of their salary deferred for a pre-tax investment.

Flexible Spending Accounts

Employees may elect to participate in allocating earnings to pre-tax accounts for qualified medical and dependent care expenses.

Tuition Reimbursement

The Court offers a variety of tuition reimbursement plans for employees.

Fitness Club Membership

Employees may elect to enroll in health/fitness club memberships

The above information is a general summary of benefits for positions in the Court. This information is not legally binding, nor does it serve as a contract.

Open Enrollment

Open enrollment is usually conducted in May – June annually.